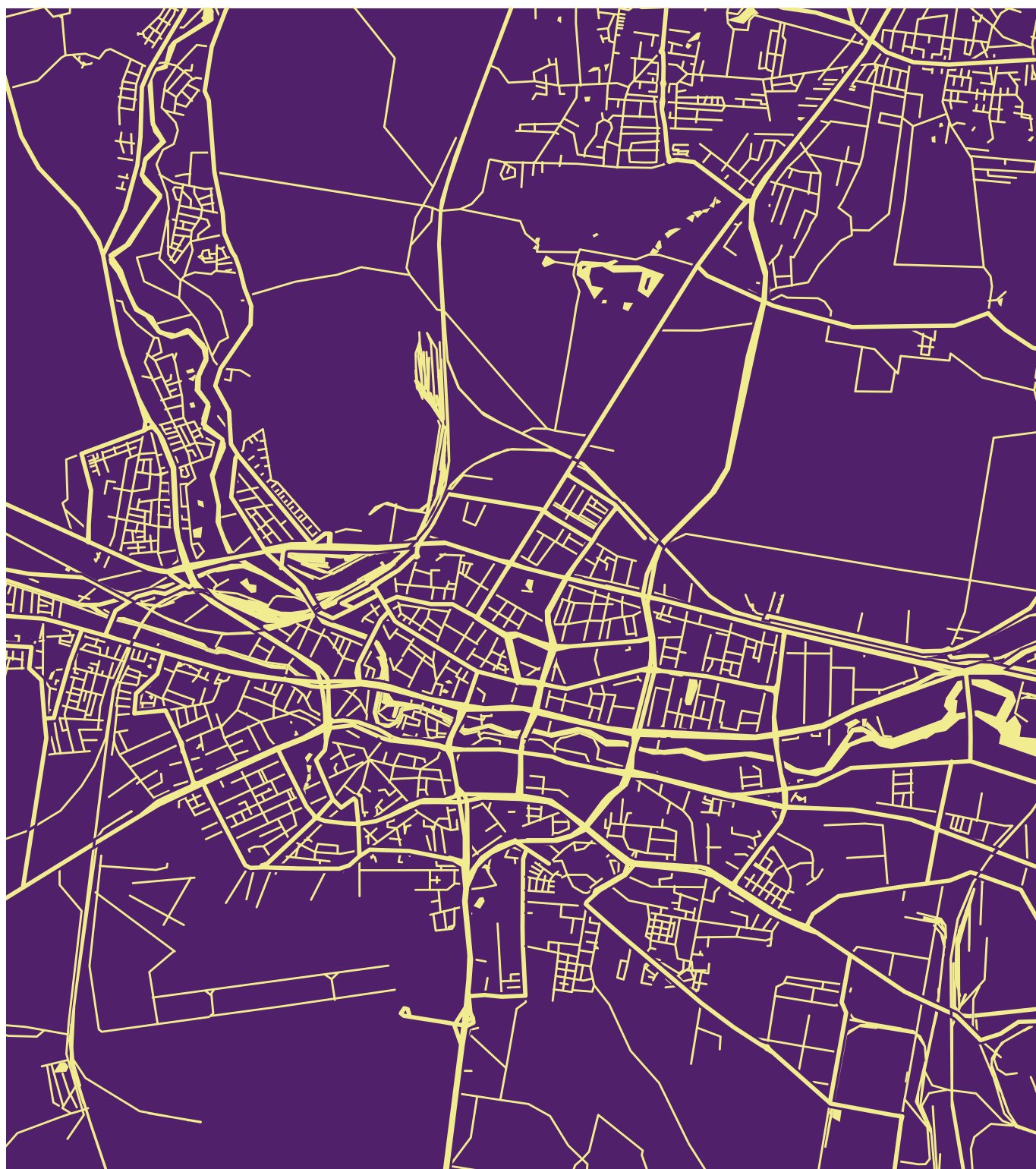


FOCUS ON

Created by **Pro Progressio**

Bydgoszcz



4/ City

5/ Education

6/ Transport

12/ Real Estate

14/ Business

18/ Salaries

20/ Culture,
entertainment,
recreation



Edyta Wiwatowska
President of the Management
Board, Bydgoszcz Regional
Development Agency

Bydgoszcz is the strongest business centre in the Kujawsko-Pomorskie Voivodeship. An attractive investment offer, constantly expanded and modernised infrastructure, and access to qualified staff make Bydgoszcz a market with huge potential for further growth for investors. The city's advantage is also its diversified economy, which provides the desired synergy of competencies.

Our city is one of the important locations for the modern business services sector in Poland. Around 60 BPO, SSC, IT and R&D centres operate here, creating around 11,500 jobs. The largest, approximately 80 per cent, share in the employment structure in the sector is generated by IT services, which

have become a local specialisation. The F&A and contact centre sector is also developing more and more dynamically. The main representatives of BSS sector in Bydgoszcz develop specialised business processes here and carry out projects for global IT, telecommunications, insurance or automotive companies, confirming the highest level of services and competencies.

Bydgoszcz provides a good climate for both business and living. It is a unique city, situated on the Brda and Vistula rivers, full of greenery, sport, music and extraordinary monuments, caring for nature and constantly investing in its own development in the spirit of the "work-life balance" idea.



Jan Rogowski
Senior Consultant, Centre for Strategic
Investments, PAIH

Bydgoszcz is a dynamically developing regional BSS center. In recent years, the city has been attracting mainly IT projects, which are the dominant part of the BSS processes in Bydgoszcz. The city is home to international leaders – Atos, Nokia, Sii and Asseco.

Nokia has a Technology Center in Bydgoszcz that employs over a thousand people. Also Atos has developed its Global Services to such an extent that it has become the headquarters and the largest office in Poland.

The source of Bydgoszcz's success is a large resource of qualified workforce, which is still cost-competitive compared to other cities, and also central location with convenient access to infrastructure. Companies operating in the city and potential investors can take

advantage of the help of dedicated business support institutions. Support is provided by the Bydgoszcz Regional Development Agency, the Bydgoszcz IT Cluster, the Pomeranian Special Economic Zone and the Bydgoszcz Industrial and Technological Park.

The city's strength is also evidenced by the rich educational offer – the BSS sector is supplied every year by several thousand graduates. It is worth pointing out that Bydgoszcz's efforts are rewarded in many rankings regarding the investment climate. From the point of view of the Polish Investment and Trade Agency, the offer of centers such as Bydgoszcz is proving the high competitiveness of our country for the further development of the BSS sector.



Wiktor Doktor
CEO, Pro Progressio

Bydgoszcz is a city that has always been associated with ICT sector. The city has been home for companies such as Lucent and Atos, which for many years have driven the global, European and Polish new technologies and IT solutions markets.

Over the last decade, Bydgoszcz has significantly changed its image. The development of modern office space, including flexible offices attracts a number of new investments and strengthens Bydgoszcz's position on

the Polish map of destinations chosen by domestic and foreign investors.

It is also worth noting that due to the increasingly common model of remote and hybrid work, a number of companies that so far were associated only with the largest Polish cities, began to value the strong advantages of Bydgoszcz. This stands as a good prognosis for the next months and years, which – I am convinced – will bring a positive impact on the development of the BSS sector in the city.

176 km²

Town area

1 232,8 ha

Green areas (forests excluded)

344 091

Population

606 656

Population of Bydgoszcz Metropolis



Unemployment rate

10

Universities

 6 854

    28 361

119



kindergartens

36 public kindergartens

83 private kindergartens

Primary schools:

56        24 160

High schools:

24  1 411*       7 138*

Technical schools:

24  1 564*        9 116*



SELECTED SUBJECTS**



2 697	philology (foreign languages)	636
14 288	administration, business and law	3 115
2 356	IT/ICT	309
2 495	engineering and technology	577
7 249	medical studies	1 765
1 623	architecture and construction	354

 Graduates

 Students

*data for 2020

**data for 2020 for Kuyavian-Pomeranian Voivodeship

/Transport

 **23** car rentals

 **8** taxi companies

1 200 taxis

PLN 7 initial charge

PLN 2,2 cost per 1 km

 **11** tram lines

 **47** bus lines

41 day bus lines

6 night bus lines



Public Transport tickets

PLN 3,8 normal ticket price

PLN 12 one-day ticket price

PLN 112 monthly ticket price

PLN 17 a one-day family ticket price

486 city bikes

119,86 km length of bicycle routes

56 city bikes stations

PLN 1 rental cost / first hour
(first 20 min free)

Distance from Bydgoszcz to other cities:

Warsaw	.....	266 km
Wrocław	.....	285 km
Poznań	.....	131 km
Szczecin	.....	216 km
Lublin	.....	434 km
Łódź	.....	223 km
Katowice	.....	415 km
Kraków	.....	482 km
Kielce	.....	362 km
Rzeszów	.....	522 km
Gdańsk	.....	166 km
 Berlin	.....	397 km
 Hamburg	.....	681 km
 Prague	.....	577 km
 Minsk	.....	844 km
 Kiev	.....	1064 km
 Moscow	.....	1566 km
 Vilnius	.....	619 km



Roads

2 express roads
4 national roads
5 regional roads

Bydgoszcz Airport

REGULAR FLIGHTS

-  Birmingham
-  Dublin
-  Londyn-Luton
-  Londyn Stansted
-  Krakow
-  Warszawa

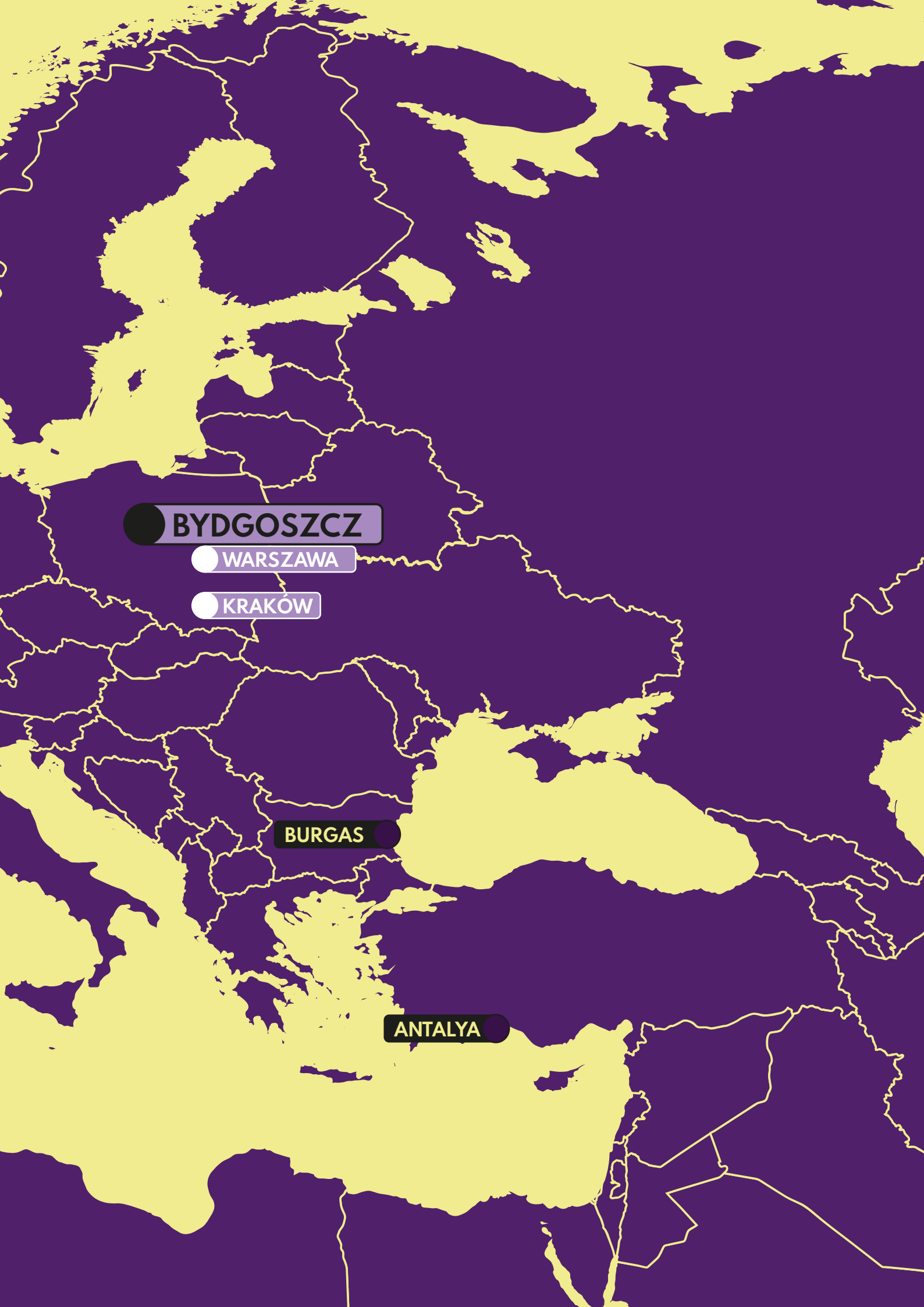
CHARTER FLIGHTS

-  Burgas
-  Antalya

DUBLIN

BIRMINGHAM

LONDYN LUTON LONDYN STANSTED






BYDGOSZCZ

WARSZAWA

KRAKÓW

BURGAS

ANTALYA

-  business areas
-  residential areas
-  railway junction

Distance from the Main Bydgoszcz Railway Station

  12 min 

airport

  3 min 

Bydgoszcz Regional Development Agency

 1 min




  26 min 

The University of Science and Technology


  28 min 

The Casimirus the Great University

 9 min

  22 min 

Mill Island

 7 min

  42 min 

HSW Immobile "Łuczniczka"

 13 min

  60 min 

"Mysłęcinek" Forest Park

 11 min

  23 min 




Old Town

 10 min


  22 min 

Collegium Medicum UMK

 9 min

  20 min 

Pomeranian Philharmonic and the Academy of Music

 9 min

  17 min 

The Nova Opera

 6 min

  18 min 

The Leon Wyczółkowski District Museum

 10 min

  19 min 

Bydgoszcz Industrial and Technological Park

  13 min 

The Bydgoszcz Fair and Exhibition Centre

  38 min 

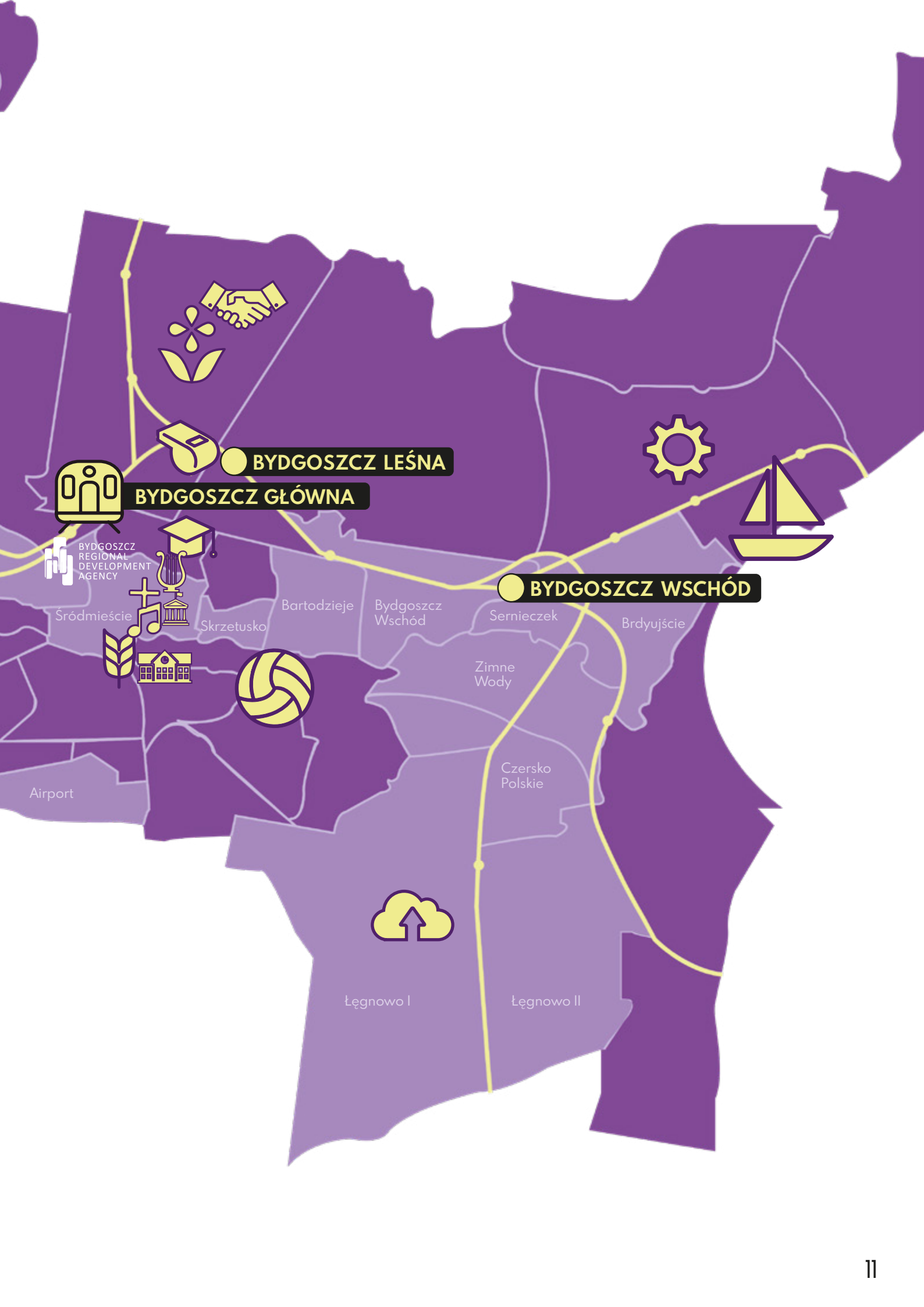
Zawisza Sports Complex

 10 min

  24 min 

Brdującyście Boate Race Course





● BYDGOSZCZ LEŚNA



BYDGOSZCZ GŁÓWNA

BYDGOSZCZ
REGIONAL
DEVELOPMENT
AGENCY

● BYDGOSZCZ WSCHÓD

Śródmieście

Skrzetusko

Bartodzieje

Bydgoszcz
Wschód

Sernieczek

Brdujście

Zimne
Wody

Airport

Czersko
Polskie

Łęgowo I

Łęgowo II

136 420 sqm

Total existing A/B+ Class
office space

10 000 sqm

Total A/B+ Class office space
under construction

61 500 sqm

Total A/B+ Class
office space planned

27

A/B+ Class office spaces

2

A/B+ Class office spaces
under construction

6

Planned A/B+ Class
office spaces

Offices

Minimum rent in A/B+ Class	PLN 38 / sqm / month
Maximum rent in A/B+ Class	PLN 60 / sqm / month
Average services fees in A/B+ Class	PLN 12-16 / sqm / month

Selected office spaces

BUILDING	ADDRESS	OWNER	TOTAL EXISTING SPACE	SPACE UNDER CONSTRUCTION	TOTAL PLANNED SPACE
Biznes Park Bydgoszcz (8 buildings)	Kraszewskiego 1	Biznes Park	33 320 sqm	-	6 000 sqm
Arkada Business Park	Fordońska 2	Arkada Invest Development	11 000 sqm	-	11 000 sqm
Scanpark Business Center	Towarowa 36	Hunger Development	7 200 sqm	-	13 000 sqm
Preludium	Chopina	ARD	7 000 sqm	9 000 sqm	-
Immobilie K3	pl. Kościeleckich 3	CDI Konsultanci Budowlani	8 000 sqm	-	15 000 sqm

Warehouses

Total existing warehouse space	494 601 sqm
Total warehouse space under construction	194 570 sqm
Total planned warehouse space	161 811 sqm
Prime rent in warehouses (city and environs)	EUR 3,4-3,6 sqm / month

Selected warehouses

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	SPACE UNDER CONSTR.	TOTAL PLANNED SPACE
Panattoni Park Bydgoszcz	Ersta Petersona 4	Panattoni	49 600 sqm	-	-
Panattoni BTS Bydgoszcz Kaufland	Ersta Petersona 4	Panattoni	49 313 sqm	-	-
Fortress Logistic Park Bydgoszcz	Mokra 32	Waimea	47 742 sqm	17 820 sqm	24 570 sqm
7R Park	Wojska Polskiego	7R	19 528 sqm	-	49 203 sqm

Shopping malls

Number	13
Total existing space	215 000 sqm
Total planned space	10 000 sqm
Total empty space	5 800 sqm
Average rents in prime spaces	EUR 25-30 /sqm

Selected shopping malls

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE
Zielone Arkady	Wojska Polskiego 1	ECE Projektmanagement Polska	50 000 sqm
Focus Mall	Jagiellońska 39-47	Atrium European Real Estate	43 600 sqm
Galeria Pomorska	Fordońska 141	Resolution Property	40 000 sqm

Institutions supporting entrepreneurship

- Bydgoszcz Regional Development Agency
- The District Labour Office
- The Bydgoszcz Industrial Cluster Tool Valley
- The Employers of Pomerania and Kuyavia
- The Polish Enterprise Foundation - Regional Office
- Business Centre Club - the Bydgoszcz Lounge
- Bydgoski Fundusz Poręczeń Kredytowych Sp. z o.o.
- The Bydgoszcz IT Cluster
- Bydgoszcz Industrial and Technological Park
- Kujawsko-Pomorska Okręgowa Izba Inżynierów Budownictwa
- The "Wodociągi Polskie" Chamber of Commerce
- The Chamber of Industry and Commerce of the Kuyavian-Pomeranian Voivodeship
- The Kuyavian-Pomeranian Chamber of Crafts and Enterprise
- The Kuyavian-Pomeranian Branch of the National Chamber of Tax Advisers
- The Kuyavian-Pomeranian Association of Trade and Services
- The Lewiatan Vistula Association of Employers
- The Polish Economic Association, Branch in Bydgoszcz
- Stowarzyszenie Przedsiębiorców Kujaw i Pomorza
- Agro Cluster Kujawy - regional organization of enterprises of agro-industrial sector
- Polish Economic Chamber of Electrotechnics
- Pomorsko-Kujawska Izba Budownictwa
- Stowarzyszenie Pośredników w Obrocie Nieruchomościami Pomorza i Kujaw
- Kujawsko-Pomorski Fundusz Pożyczkowy
- Klaster Przemysłów Kreatywnych

Total number of business entities











45

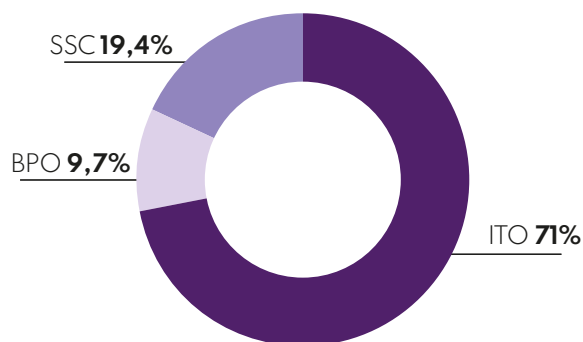
3888

COMPANY	TYPE OF OPERATION
Agnat	ITO
All For One Poland	ITO
Asseco Data System	ITO
Asseco Poland	ITO
Atos Global Delivery Center	ITO
Bank Pocztywy – Centrum Operacyjne	SSC
Bazy i Systemy Bankowe	ITO
BORG5	ITO
Catts	BPO
Centralny Ośrodek Rozliczeniowy Poczty Polskiej	SSC
Centrum Obsługi Biznesu	BPO
Centrum Wsparcia Innowacji	ITO
Ciech Services	SSC
Contact Centre Banku Pocztyowego	SSC
CS Group Polska	BPO
Deepsense.ai	ITO
Ericsson	ITO
Eximo Project	ITO
Frosta	SSC
Galactica	ITO
GlobalLogic	ITO
Great Call	BPO
Huuuge Games	ITO
ivy Technologies	ITO
Knowit	ITO
Lionbridge	ITO
Livingston	BPO
Logon	ITO
Macrologic	ITO
Mediasystem	BPO
Mobica	ITO

COMPANY	TYPE OF OPERATION
MSG Media	ITO
Nokia Corporation	ITO
Omada	ITO
Oponeo	SSC
Oponeo Brandhouse	SSC
Orange	SSC
PGE Systemy	SSC
PKP Cargo Centralne Biuro Rozrachunków	SSC
Postdata	ITO
PZU	SSC
QuadGraphics	ITO
Reconext/Teleplan	ITO
RevDeBug	ITO
Rotopino.pl	SSC
RWS/SDL	ITO
S.O.S. Wesolowscy	ITO
Sii	ITO
Slican	ITO
Soft Blue	ITO
Softmaks.pl	ITO
Sunrise System	ITO
SuperControl	ITO
Syneo	ITO
T Komp	ITO
T4 Rafał Kolano	ITO
Teldat	ITO
Terra Computer	ITO
UniDOC	ITO
Vivid Games	ITO
Wunderman Thompson	ITO
Zakład Informatyki Stosowanej	ITO

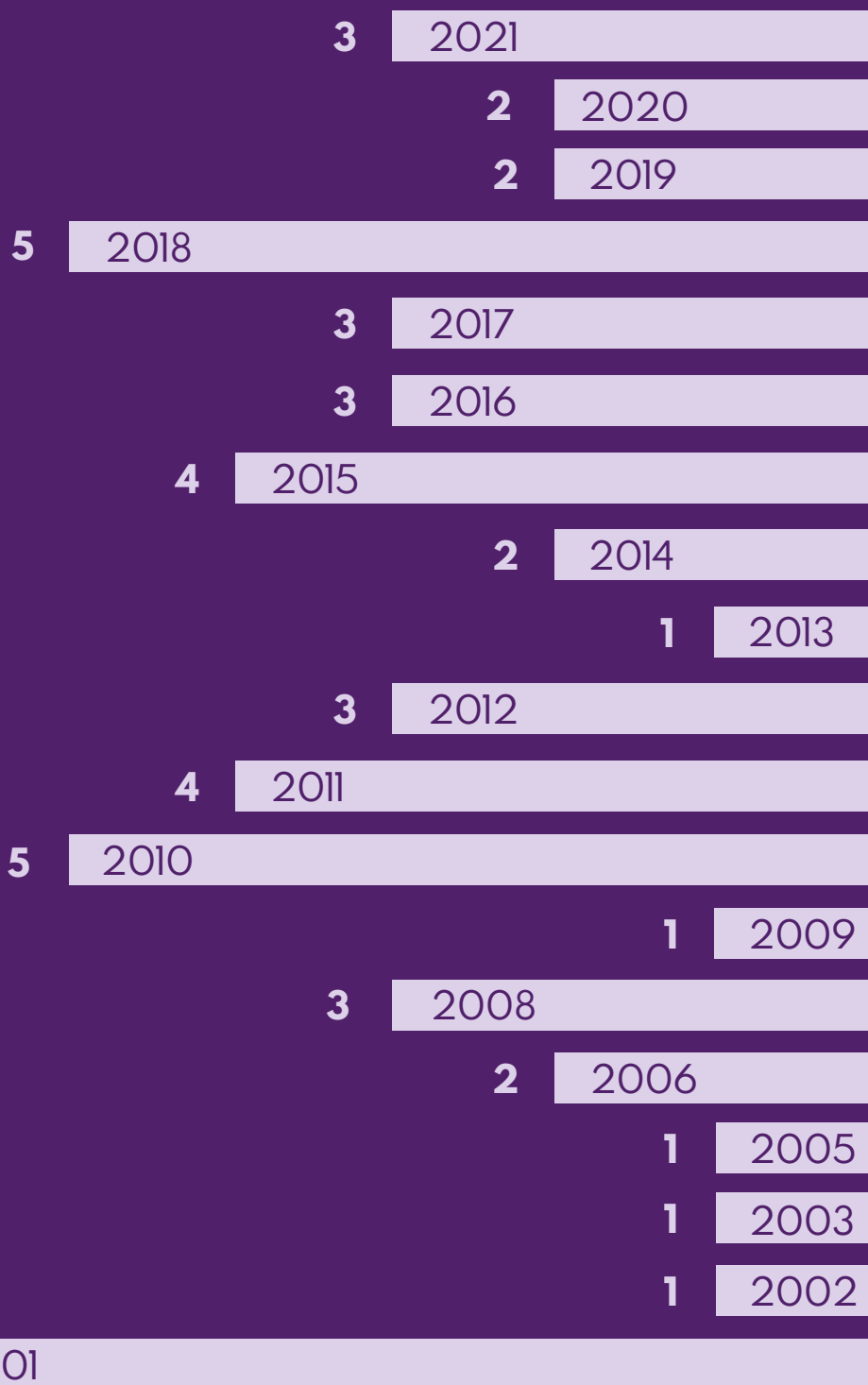
Outsourcing centres using foreign languages

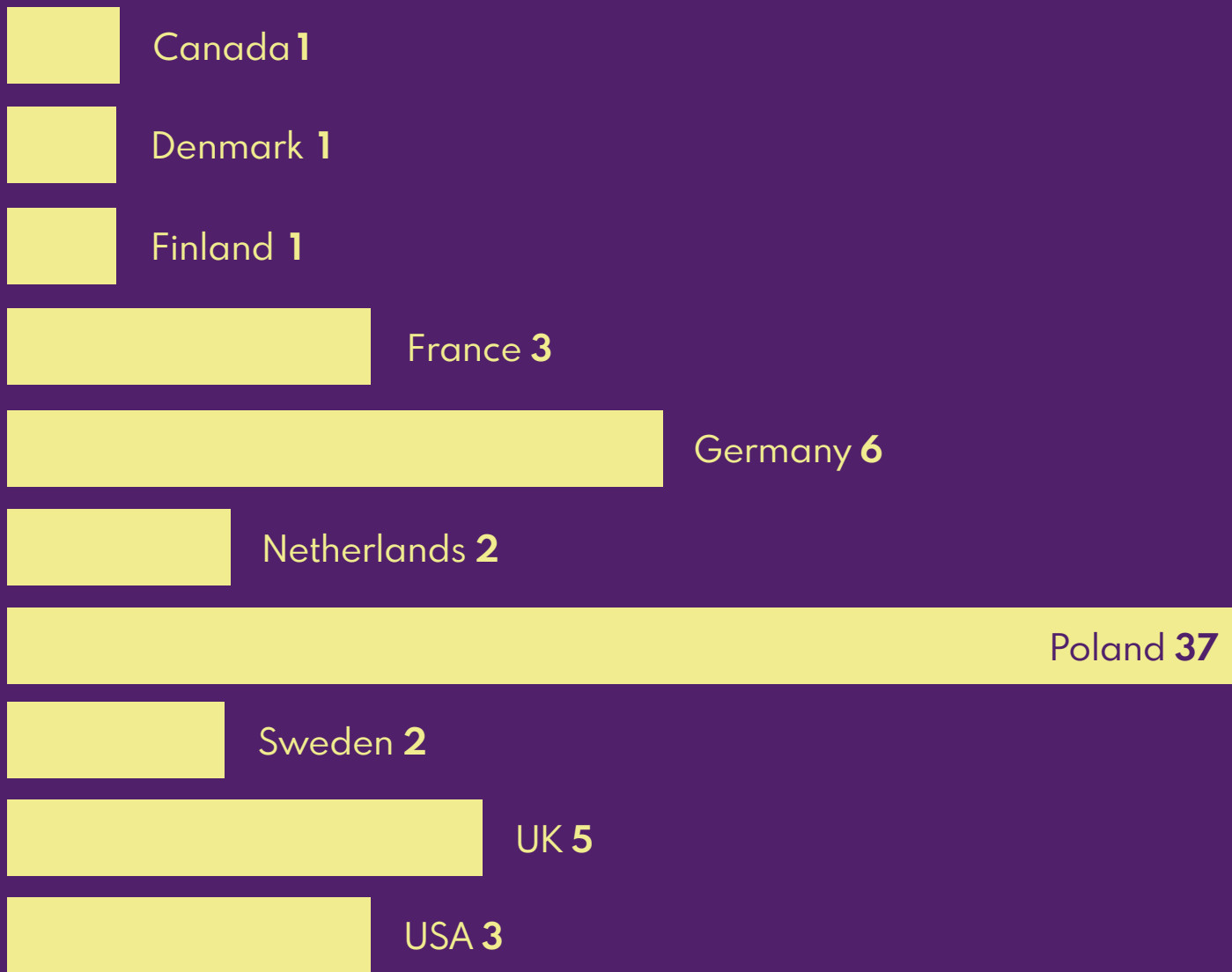
 Polish: 61	 Danish: 4
 English: 55	 Italian: 4
 German: 16	 Russian: 3
 French: 5	 Ukrainian: 3
 Spanish: 5	 Hungarian: 3



Type of business operations

The year of inauguration of BSS companies in Bydgoszcz





Country of origin of companies
from the BSS sector

/Salaries

Call Center

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior Consultant	3 310	4 850
Consultant	3 470	5 100
Senior Consultant	3 710	5 700
Team Leader	4 400	6 510
Supervisor	4 400	6 510
Manager	5 980	11 900

IT Specialists

Jobs - English speakers (PLN gross)



IT (MID)	MINIMUM	MAXIMUM	MIN. B2B	MAX. B2B
Net Developer	10 000	15 000	17 500	27 000
C++ Developer	10 000	16 000	21 000	28 000
Help desk	7 000	15 000		
IT (SENIOR)	MINIMUM	MAXIMUM	MIN. B2B	MAKS. B2B
Net Developer	15 000	25 000	27 000	42 000
C++ Developer	16 000	30 000	29 000	47 000
Help desk	7 000	15 000		

Gross average monthly salary
in enterprise sector in PLN in Bydgoszcz

5 800

Accounts payables / Accounts Receivables

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	4 500	6 000
Accountant	6 000	7 000
Senior Accountant	7 000	10 000
Team Leader	9 000	12 000
Supervisor	11 000	15 000
Manager	13 000	20 000

General Ledger

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	5 000	6 000
Accountant	6 000	8 000
Senior Accountant	8 000	11 000
Team Leader	10 000	13 000
Supervisor	12 000	15 000
Manager	15 000	25 000

/Culture, entertainment, recreation

6 
cinemas

3 
theatres

17 
museums

13 
shopping
malls

Conference facilities

- The Bydgoszcz Fair and Exhibition Centre
- The Nova Opera Conference Centre
- HSW Immobile "ŁUCZNICZKA"
- The I. J. Paderewski Memorial Pomeranian Philharmonic
- The Hieronim Konieczka Polish Theatre
- CWZS Zawisza
- The Casimir the Great University
- University of Science and Technology
- The Conference and Service Complex of the University of Economy
- Multikino Bydgoszcz
- The Cinema City Bydgoszcz
- Holiday Inn
- Hotel Słoneczny Młyn
- Hotel Pod Orłem
- City Hotel
- Historical Pump Room - Waterworks Museum
- The Kuyavian and Pomeranian Centre for Environmental Education
- Park Hotel
- Starówka Office
- Hotel Sepia Mercure
- The Ludwik Rydygier Collegium Medicum
- The Hulanka Manor House
- Hotel Bohema
- Hotel Campanile
- Hotel Ikar
- Hotel Pałac
- IDEA Office Building
- The Bydgoszcz Marina
- MDD Work Together
- Ostromecko Palace and Park

Examples of business, cultural and sports events

- The INNOFORM® International Cooperation Fair for the Tool and Processing Industry
- The BSS Tour Conference
- The blTconf - Bydgoszcz IT Conference
- Global Entrepreneurship Week
- The Wod-Kan Fair
- The Bydgoszcz Opera Festival
- The European Night of Museums
- Drums Fusion Festival
- The Ocean Lava Triathlon Poland
- The "Ster na Bydgoszcz" Water Festival
- The Bydgoszcz Musical Impressions
- The River of Music
- Enea Bydgoszcz Triathlon
- The Woda Bydgoska Swimming Competition on the Brda River
- The Brda Cup Rowing Regatta
- Mózg Festival
- The Festival of Preview Showings
- Bydgoszcz Jazz Festival
- The Civic Celebration of the Independence Day
- The "Muzyka u Źródeł" Festival
- International Animated Film Festival ANIMOCJE
- Vintage Photo Festival
- Festival Ethniesy
- Bydgoszcz Festival „Traveler”
- Bydgoszcz Museum Night
- Music Fountain
- Bydgoszcz Music Festival
- European Heritage Days
- Kujawsko-Pomorski Fair
- Bydgoszcz Science Festival
- Bydgoszcz Christmas Market
- Bydgoszcz Frymark
- IT Women Conference
- Offerty Job Fairs

30  hotels including:

1 five-star hotel *****

6 four-star hotels ****

13 three-star hotels ***

14  hospitals



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Pro Progressio - an organization supporting growth and promotion of Business Services industry in Poland. Pro Progressio cooperates with the public and private sector as well as with the international organisations operating in the BSS sector. Pro Progressio is a publisher of BSS sector media - FOCUS ON Business portal (former OutsourcingPortal) and FOCUS ON Business magazine (former Outsourcing&More).

Pro Progressio manages the Pro Progressio Club, to which it invites business entities providing business services and organisations operating in direct environment of the sector. The Club promotes and supports the development of the business activities, both in the area of services and production, furthermore, it facilitates business networking activities and increases brand awareness.

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